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appropriate plans and methods in organizing or maintaining an employment department.

In its particular content the book presents many valuable principles. Thus, in regard to establishing the employment department a constructive position is taken in stating that "the final plan will be a gradual development, the outgrowth of subsequent experience. Indeed, no plan is really final; that is to say, it can never be iron-bound and rigid. Every successful plan must be flexible and adjustable to conditions; its development should be in the nature of an organic growth" (page 22). Again, "transfers should not be subversive to discipline" (page 222). On the other hand certain points and opinions seem to be too freely accepted without judicial weighing, such as urging that "the payment of an adequate wage is the panacea for nearly all employment disturbances; it is the basic remedy for labor turnover" (page 210) and treating profit-sharing plans as service work (page 358). Again, the acceptance of certain theories of labor turnover without adequate presentation of the purpose and possible merits of other theories, limits the value of the turnover material. Possibly, however, it is asking too much, in view of the scope of the book, to insist on a comprehensive discussion of the broader problems of employer-employee relations.

One can get much useful information from this book in its restricted field of employment routine. Both the practitioner and the student, however, must regret the lack of any comprehensive references, either as further elaboration of the opinions expressed or in recognition of opposing theories. Also, one would like greater discrimination in the selection of the somewhat tediously detailed methods and forms.

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Elements of Bond Investment. By A. M. SAKOLSKI. New York: The Ronald Press Co., 1921. Pp. 158.

This little book presents "in a non-technical manner the principles underlying bond investment." Of the ten short chapters, chapters i-iv cover the general ground of fundamental principles and classification, and chapters v-x are devoted to national, state, county and municipal, railroad, public utility, and industrial bonds respectively. Recent legislation is noticed, and a good use is made of historical illustration. An Appendix on "Sources of Bond Investment Information," and a full index conclude the volume.